

# SUPPLIER DIVERSITY AWARDS PROGRAM

FY 2019

**American Water Works Service Company Inc.**

1 Water Street, Camden, NJ 08102-1658

**Email** [supplierdiversity@amwater.com](mailto:supplierdiversity@amwater.com)

<https://amwater.com/corp/partners-suppliers/supplier-diversity>

**WE KEEP LIFE FLOWING™**



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# NATIONAL SUPPLIER DIVERSITY PROGRAM

## National Supplier Diversity Program

### OVERVIEW

Supplier Diversity is a critical component in our ability to maintain our standards for excellence essential to deliver clean water for life! See our [brochure](#) for more details.

Our greatest assets are our employees, suppliers, and contractors. We see diversity as a vital element to not only our company's success, but also that of our entire team.

Diversity and inclusion an integral part of who we are. We encourage, honor, and celebrate diversity in our workforce. We also welcome a variety of suppliers and strive to maintain a diverse list of companies who work with us. In fact, we have implemented a Supplier Diversity Program to better afford smaller organizations, and those run by women, minorities, and veterans the opportunity to supply us with essential products and services.

### SUPPLIER DIVERSITY 5-YEAR PLAN HIGHLIGHTS

1. Goals are set over a 5 year period for each state
2. Spend and goals do not include small business or self-certified suppliers
3. Goals are based on 1st Tier spend only (AW controls where and how we spend, 2nd Tier Prime supplier spend will be included in overall performance, but it is important that we focus on what we control)
4. Goals are based on past performance. (States that have performed well in previous years were impacted minimal, Corporate along with underperforming states were given more aggressive goals)
5. States are measured on state by state and roll up to overall company performance

### SUPPLIER DIVERSITY STRATEGIC HIGHLIGHTS

- ✚ ELT to review performance on quarterly basis
- ✚ States to consider part-time/full time resource
- ✚ Supplier Diversity to be included in all aspects of procurement process, (from RFP generation to contract award)
- ✚ **Each category manager to review current spend**
  1. Total Spend by category
  2. Total diverse spend by category
  3. Top Ten Majority & Diverse suppliers by category
  4. Develop plan to increase spend with current diverse suppliers with category
  5. Develop plan to include diverse suppliers in areas currently not including diverse suppliers



# SUPPLIER DIVERSITY AWARDS & RECOGNITION PROGRAM

## Supplier Diversity Awards & Recognition Program

### STRATEGIC HIGHLIGHTS

American Water Works Service Company Inc. will host its 1<sup>st</sup> Annual Supplier Diversity Awards and Recognition Program to recognize diverse suppliers that have done outstanding work with American Water as well as acknowledge internal departments, business units, team members and strategic partners that have demonstrated an organizational commitment to support, engage and sustain diverse suppliers. This event will take place on May 8, 2019 at the American Water Headquarters located at 1 Water Street Ave, Camden, NJ 08102-1658.

### SUPPLIER AWARDS

American Water recognizes primes and diverse suppliers that have demonstrated an organizational commitment to support of American Water's Supplier Diversity goals.

#### SUPPLIER AWARDS

DESCRIPTION	CRITERIA
<b>National Supplier Diversity Award</b>	<b>Small diverse supplier</b> that has worked with one or more business unit, including American Water Works Service Company, Inc., its subsidiary and affiliated companies, to achieve a shared goal resulting in innovative and sustainable outcomes.
<b>Pathfinder Award</b>	<b>Small diverse supplier</b> that has delivered outstanding efforts and/or improvements during the year.
<b>Support &amp; Services Award</b>	<b>Diverse Supplier</b> provides outstanding support or services to American Water, including engineering support, professional services support and/or site services.
<b>Advantage Award</b>	<b>Diverse Supplier</b> provides competitive advantage by exceeding cost performance goals and objectives for the product or services provided to American Water Works Service Company, Inc., its subsidiary and affiliated companies.
<b>Safety Award</b>	<b>Diverse Supplier</b> models a zero-injury mindset, investing in and implementing a formal, measurable safety program while supporting American Water Works Service Company, Inc., its subsidiary and affiliated companies.
<b>Second Tier Spend Award</b>	<b>Prime Supplier</b> that has worked consistently at sustainable practices to include and engage diverse suppliers in support of American Water Works Service Company, Inc., its subsidiary and affiliated companies supplier diversity program resulting in an increased second tier spend with diverse suppliers. The suppliers will have increased spend with diverse suppliers within the last 12-month period.

NOMINATIONS ARE NOT OPEN



# SUPPLIER DIVERSITY AWARDS & RECOGNITION PROGRAM

## Supplier Diversity Awards & Recognition Program

### AMERICAN WATER INTERNAL AWARDS

American Water recognizes internal departments, business units, team members and strategic partners that have demonstrated an organizational commitment to support, engage and sustain diverse suppliers.

#### INTERNAL AWARDS

DESCRIPTION	CRITERIA
<b>Business Unit Award</b>	<p>Recognized for the highest annual spend with diverse suppliers; recognized for efforts in support of the organization's supplier diversity goals.</p> <p>The winner will have:</p> <ul style="list-style-type: none"><li>• Demonstrated steady growth in spend with diverse suppliers.</li><li>• Demonstrated commitment to building a prosperous, vibrant and sustainable practices for including diverse suppliers in sourcing events.</li></ul>
<b>Advocate of the Year Award</b>	<p>Recognized for performance significantly exceeded expectations due to exceptionally high quality of work performed in all essential areas of responsibility, resulting in an overall increase in spend with diverse suppliers that was superior and made an exceptional or unique contribution in support of business unit, functional, or organizational objectives.</p> <p>The winner will have:</p> <ul style="list-style-type: none"><li>• Led their organization and / or the wider sector as a champion of supplier diversity, working to develop and strengthen networks to support supplier diversity both internally and externally</li><li>• Demonstrated outcomes in supplier diversity over the last two years</li><li>• Influenced, developed and /or implemented procurement guidelines and / or strategies to ensure that supplier diversity programs are sustainably embedded within their own or other organizations</li><li>• Demonstrated commitment to building a prosperous, vibrant and sustainable Indigenous business sector</li></ul>

NOMINATIONS ARE NOT OPEN.



# CONTACT INFORMATION

## Contact Information

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